



VACANCY ANNOUNCEMENT

Posting #: 2025-250		Issue Date: 11/13/2025	Closing Date: 11/27/2025
Title: Chief Employment and Training (Competitive)		Range/Title Code: &32/61078	Salary: \$106,547.31 - \$157,362.71
Unit Scope: Statewide Career Service	Location: Workforce Development - Office of Care Workforce, 1 John Fitch Way, Trenton, NJ (N876)	Workweek: NL	# Vacancie(s): 1

Job Description

About the Office: NJDOL has established the Office of Care Workforce to support and advance New Jersey's diverse care workforce functions, this will include focusing on sectors such as early childhood care and education, maternal and infant health, and direct care for older adults and people with disabilities. This office is committed to promoting job quality and economic stability, reflecting the rich diversity of New Jersey's population.

Position Overview: The Chief of the Office of the Care Workforce role is a pivotal position within the Office of Care Workforce. The Chief will be responsible for ensuring the effective oversight and management of the office's deliverables. This includes coordinating unit staff activities, timelines, and assignments to address issues such as specific workforce shortages for various care functions as well as developing strategies to address the high turnover rates experienced within these care roles. The Chief role demands a strategic thinker who can develop and implement solutions and guide the office towards achieving its mission of supporting the care workforces and their employers.

Major Duties and Responsibilities:

- **Oversight and Management:** Ensure proper oversight of unit deliverables.
- **Strategic Planning and Analysis:** Plan and conduct studies on organizational structures, staffing patterns, programs, and workflow. Utilize the NJDOL Office of Research and Information for strong analytical and strategic planning skills to assess and improve efficiency and address workforce shortages.
- **Program and Policy Communication:** Direct the preparation of program reports to ensure effectiveness and compliance.
- **Technical Assistance and Community Liaison:** Provide technical assistance to staff and management, ensuring smooth operations and program implementation with local community-based organizations, employers, and government agencies to identify recruitment, retention, and training needs in the care sector.
- **Service Evaluation and Regulatory Compliance:** Evaluate the delivery of services to clients and employers, preparing recommendations for improvement.
- **Public Speaking and Representation:** May represent the Department at speaking engagements to promote initiatives and programs, utilizing public speaking abilities.
- **Business Services Coordination:** Support the development and provision of consultative business services, focusing on initiatives related to care workforces.
- **Partnership and Program Support:** Establish relationships and collaborate with various NJDOL divisions and other external partners, including government agencies, nonprofits, and community organizations, to implement training and employment programs. Coordinate NGOs and MOUs as required to support care workforce initiatives.

Full Civil Service specifications can be found [HERE](#).

Employee Benefit(s)

The Department of Labor and Workforce Development (DOL) provides many employee benefits to acknowledge, and value, their contribution. Statewide benefits include:

- Alternate Work Week*
- Deferred Compensation
- Health and Life Insurance
- Public Service Loan Forgiveness (PSLF)
- Telework*
- 100% Tuition Reimbursement*
- Flexible and Health Spending Accounts (FSA)/(HSA)
- Temporary Expanded PSLF (TEPSLF) Programs

**Pursuant to the Department's policy, procedures and/or guidelines.*

Civil Service Commission Requirements (Education/Experience/Licenses)

Open to employees of the State of New Jersey who are currently permanent in a competitive title and who meet the open competitive requirements listed below:

NOTE: Applicants must meet one of the following or a combination of both experience and education. Thirty (30) semester hour credits are equal to one (1) year of relevant experience.

Nine (9) years of professional experience in the review, planning or management of workforce readiness or employability enhancement services, two (2) years of which shall have been in a supervisory capacity.

OR

Possession of a bachelor's degree from an accredited college or university; and five (5) years of the above-mentioned professional experience, two (2) of which shall have been in a supervisory capacity.

OR

Possession of a Master's degree in Public Administration, Business Administration or a related field from an accredited college or university; and four (4) years of the above-mentioned professional experience, two (2) of which shall have been in a supervisory capacity.

NOTE: "Professional experience" refers to work that is creative, analytical, evaluative, and interpretive; requires a range and depth of specialized knowledge of the profession's principles, concepts, theories, and practices; and is performed with the authority to act according to one's own judgment and make accurate and informed decisions.

RESUME NOTE: Eligibility determinations will be based only upon information presented on the resume along with other supporting documents. Applicants who possess a degree from a college or university outside the United States must provide an evaluation of the transcripts from a recognized evaluation service at the time of submission. Failure to do so may result in your ineligibility.

LICENSE: Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform the essential duties of the position.

TO APPLY

If you qualify, **please submit a letter of interest, transcripts (if applicable), and your resume (including the best contact number and email address)** to email address listed below. Your submission **must** be received by the closing date and include the job posting number.

This is not a promotional announcement for a Civil Service Examination.

This posting may result in personnel actions which will require final approval by the Department of Labor and Workforce Development and the Civil Service Commission in accordance with Civil Service Commission rules and regulations.

**This job posting is authorized by the Department of Labor and Workforce Development,
Division of Human Capital Strategies.**

EMAIL:

Human Capital Strategies

Recruitment Unit

LWDJobPostings@dol.nj.gov

Subject line must include the specific job posting number.

- Newly hired employees must agree to a thorough background check that may include fingerprinting.
- Any appointments made from postings, which involve movement between unit scopes, may result in a forfeiture of rights to any promotional list in a former unit scope.
- As of September 2010, in accordance with N.J.S.A. 52:14-7, the "New Jersey First Act," all new employees must reside in the State of New Jersey, unless exempted under the law. If you do not live in New Jersey, you have one year after you begin employment to relocate your residence to New Jersey, or to secure an exemption.
- Work Authorization: Applicants must be authorized to work in the United States according to the Department of Homeland Security, United States Citizenship and Immigration Services regulations. NJDOL does not provide sponsorship or accept student OPT/CPT programs, F1 or H1B work authorization visas.

The New Jersey Department of Labor and Workforce Development is an Equal Opportunity/Affirmative Action Employer.

New Jersey Department of Labor and Workforce Development
PERSONAL RELATIONSHIPS DISCLOSURE STATEMENT

In accordance with the Uniform Ethics Code adopted by the NJ State Ethics Commission and the State Policy Prohibiting Discrimination in the Workplace, the New Jersey Department of Labor and Workforce Development (NJ DOL) requires the disclosure of all relatives, consensual personal relationships, and cohabitants. No NJ DOL employee may supervise or exercise any authority with regard to personnel actions involving their relative, anyone with whom there is a consensual personal relationship, or anyone with whom they cohabit.

Relative means an individual's spouse/domestic partner/civil union partner¹ or the individual or spouse's/domestic partner's/civil union partner's parent, child, brother, sister, aunt, uncle, niece, nephew, cousin, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual's spouse/domestic partner/civil union partner by blood, marriage or adoption.

Consensual personal relationship means marriage, engagement, dating or other ongoing romantic or sexual relationships.

Cohabitant means non-related persons who share a household under circumstances where there is financial interdependence.

The New Jersey Department of Labor and Workforce Development requires the disclosure of all relatives and consensual personal relationships to be promptly reported directly to the Division of Human Capital Strategies (HCS), Director's Office. Confidentiality shall be maintained to the extent possible and practicable. This information may be shared with NJ DOL's Equal Employment Opportunity Office and/or the NJ DOL Ethics Office as deemed necessary. Upon receiving notice of the relationship, HCS may address any situation as necessary in consultation with the EEO Office and/or the Ethics Officer. This may include, but is not limited to, the changing of reporting relationships or transferring any of the employees involved. Failure to provide notification to HCS may result in discipline up to and including termination and the denial of legal representation and indemnification by the State in the event that a lawsuit is filed having a connection with a personal relationship. Employees are under a continuing obligation to promptly report personal relationships that develop during the course of their employment.

☐ **I DO NOT** have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development.

☐ **I DO** have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Department of Labor and Workforce Development identified as follows:

Name	Relationship	Division and Work Location

Do you need more space for disclosure? ☐ Yes ☐ No **If YES, continue writing on the back of this form.**

I certify that the information on this form to the best of my knowledge and belief is true, complete and accurate. I understand that any misleading or incorrect information, willful misstatement, or omission of a material fact, may be just cause for disciplinary action up to and including termination. I understand my obligation to promptly report personal relationships that develop during the course of my employment.

Applicant/Employee's Name (Print) _____

Applicant/Employee's Signature _____

Date _____

¹ Domestic Partner as defined in NJSA 26:8A-1 et. seq. and Civil Union status as defined in NJSA 37:1-28 et. seq.